
Virginia's Nursing Education Programs: 2012-2013 Academic Year

Healthcare Workforce Data Center

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Virginia's Nursing Education Programs		
	PN Programs	RN Programs
Mean Program Length	15 Months	24 Months
% with SACS Accreditation	41%	58%
% with NLNAC Accreditation	8%	34%
% offering Evening Courses	39%	52%
% offering Weekend Courses	29%	22%
% offering Online Courses	19%	29%
Median Clinical Experience Hours	426-450	576-600
Median Direct Client Care Hours	400+	501-525
Students		
Total Applicants	5,013	16,148
% Qualified Applicants	70%	61%
Total 1st Year Students Enrolled	2,376	5,739
Mean GPA of Admitted Students	2.8	3.2
Mean Age of Admitted Students	27	29
1st Year Student Capacity	3,224	5,850
% Unfilled Capacity	29%	6%
Total Enrollment	2,780	9,885
Attrition Rate	33%	17%
Total Graduates	1,371	3,845
% Male Graduates	7%	9%
Diversity Index*	61%	48%
Faculty		
Total Faculty	439	1,977
% Full-Time Employees	54%	46%
Mean Student-to-Faculty Ratio	7.40	6.00
% Female	95%	96%
Diversity Index	44%	28%
Most Common Degree	BSN	MSN
Full-Time Turnover Rate	20%	11%
Full-Time Newly Appointed Rate	20%	19%
% with Adequate Budget for Full-Time Hiring	93%	93%
% of Full-Time Vacancies in Active Recruitment	83%	69%
% Expecting More Future Employment Disruption	14%	3%

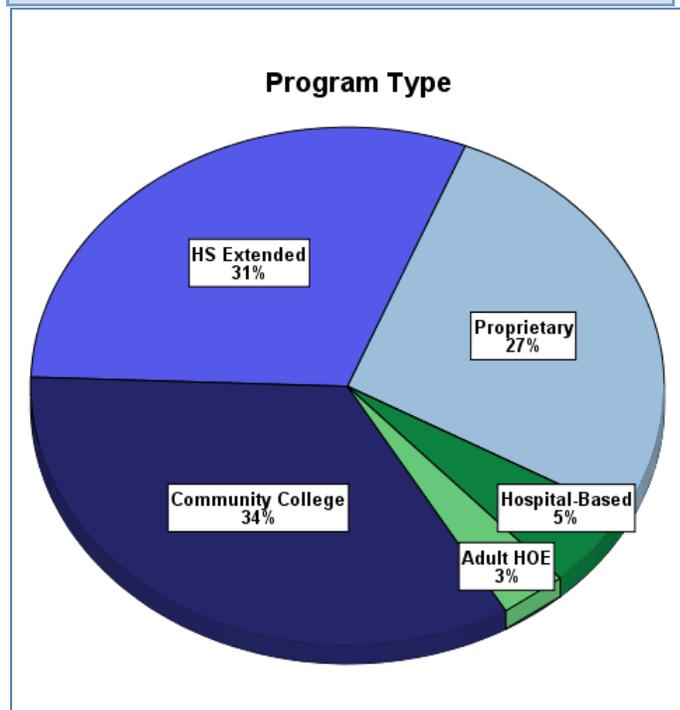
*Diversity Index: In a random encounter between two practitioners, the likelihood that they would be of different race or ethnicity (using the categories listed in the Demographics section of the report).

Practical Nursing Education Program

Program Structure

A Closer Look:

Program Type		
Type	#	%
Community College	20	34%
High School Extended	18	31%
Proprietary	16	27%
Hospital-Based	3	5%
Post-Secondary Adult HOE	2	3%
Total	59	100%



At a Glance:

Program Type

Community College:	34%
HS Extended:	31%
Proprietary:	27%

Delivery Method

Semester:	90%
Trimester:	3%
Quarter:	7%

Mean Program Length

HS Extended:	19 Mos.
Community College:	14 Mos.
Proprietary:	14 Mos.

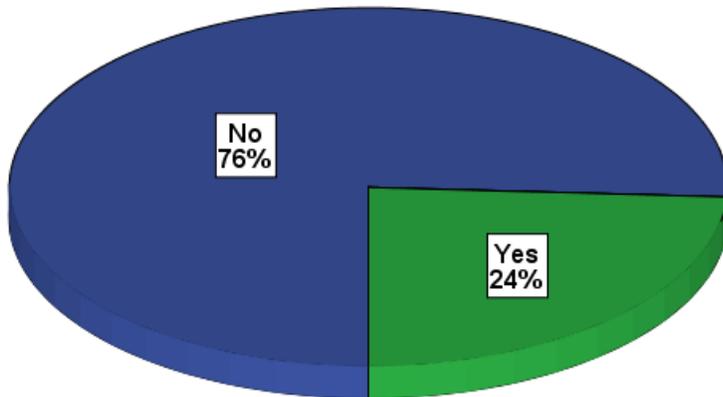
Source: VA Healthcare Workforce Data Center

There were 62 Practical Nursing (PN) Education Programs approved in Virginia during the 2012-2013 academic year. 59 of these programs responded to this year's survey.

Program Type	Program Length, Months				
	Mean	Min	25 th %	75 th %	Max
HS Extended	19	18	18	18	23
Adult HOE	18	18	18	18	18
Community College	14	12	12	14	24+
Hospital-Based	12	12	12	12	12
Proprietary	14	12	14	15	15
All Programs	15	12	12	18	24+

Program Details

Program Changes in Past Year?



At a Glance:

Schedule Options

Daytime Courses:	95%
Evening Courses:	39%
Weekend Courses:	29%
Online Courses:	19%

Admissions Frequency (Annual)

One:	67%
Two:	7%
Three:	9%
Four or More:	17%

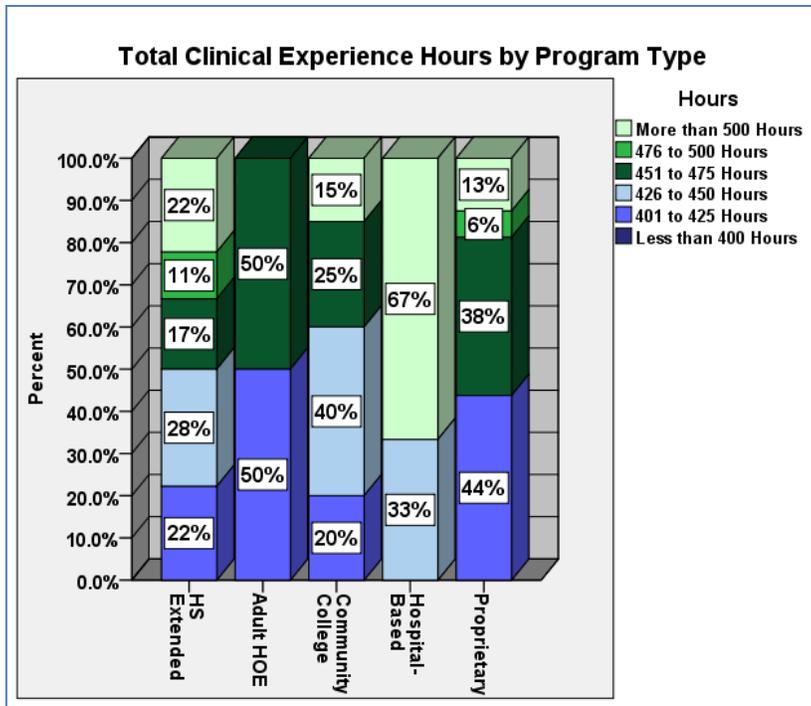
Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of Virginia's PN programs initiated a change to their program within the past year. Most of these changes centered on one of three areas: program relocations/closures, curriculum or clinic hour changes, and the addition of weekend and/or evening classes.

Scheduling Option	#	%
Daytime Courses	56	95%
Evening AND Weekend Courses	16	27%
Online Courses	11	19%
Evening Courses	7	12%
Accelerated Courses	1	2%
Weekend Courses	1	2%

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	24	41%
National League for Nursing Accrediting Commission	NLNAC	5	8%
Accrediting Bureau of Health Education Schools	ABHES	3	5%
Accrediting Commission of Career Schools and Colleges	ACCSC	3	5%
Accrediting Council for Independent Colleges and Schools	ACICS	3	5%
Council on Occupational Education	COE	1	2%

Clinical Hours



At a Glance:

Median Clinical Hours

- Clinical Experience: 426-450
- Direct Client Care: 400+
- Direct Client Care in Va.: 430
- Clinical Simulation: 26-50
- Clinical Observation: 1-25

Source: Va. Healthcare Workforce Data Center

Approximately three-quarters of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students. Pursuant to 18VAC 90-20-120.E, Virginia’s PN programs are required to provide 400 hours of direct client care, of which 20% may be simulated.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	3	5%
North Carolina	2	3%
Maryland	1	2%
Tennessee	1	2%
West Virginia	1	2%
At least one	7	12%

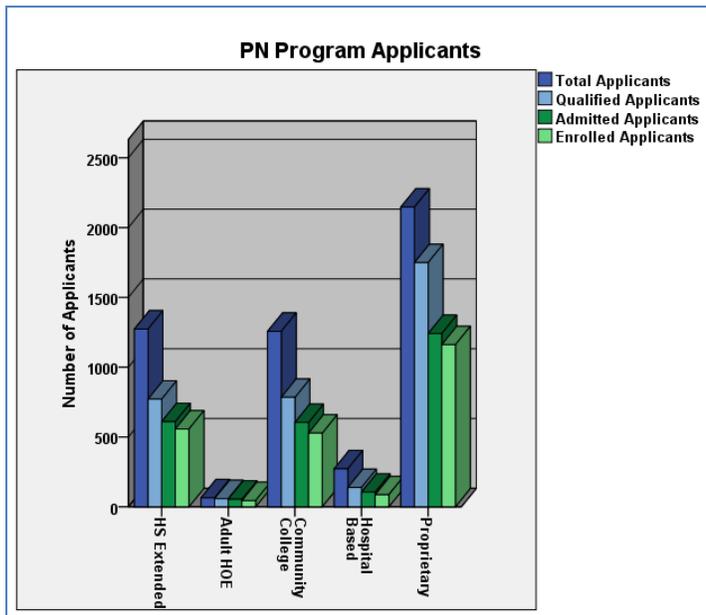
Only 7 programs offered clinical experience hours outside of Virginia. Washington, D.C. and North Carolina were the only two areas where clinical experience was offered by more than one program.

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs	% of Total
Clinical Experience Hours	400 or less	0	0	0	0	0	0	0%
	401 to 425	4	1	4	0	7	16	27%
	426 to 450	5	0	8	1	0	14	24%
	451 to 475	3	1	5	0	6	15	25%
	476 to 500	2	0	0	0	1	3	5%
	More than 500	4	0	3	2	2	11	19%
	Total	18	2	20	3	16	59	100%
Direct Client Care Hours	300 or less	0	0	0	0	0	0	0%
	301 to 325	0	0	0	0	1	1	2%
	326 to 350	0	0	0	0	0	0	0%
	351 to 375	0	0	0	0	0	0	0%
	376 to 400	2	1	6	0	3	12	20%
	More than 400	16	1	14	3	12	46	78%
	Total	18	2	20	3	16	59	100%
Clinical Simulation Hours	25 or less	12	1	13	1	14	41	29%
	26 to 50	4	1	7	1	0	13	41%
	51 to 75	1	0	0	1	0	2	22%
	76 to 100	1	0	0	0	0	1	3%
	More than 100	0	0	0	0	2	2	3%
	Total	18	2	20	3	16	59	100%
Clinical Observation Hours	25 or less	13	1	18	1	16	49	83%
	26 to 50	3	0	2	0	0	5	8%
	51 to 75	2	1	0	2	0	5	8%
	76 to 100	0	0	0	0	0	0	0%
	More than 100	0	0	0	0	0	0	0%
	Total	18	2	20	3	16	59	100%

Student Information

Admissions



At a Glance:

Program Applicants

Total:	5,013
Qualified:	3,500
Admitted:	2,614
Enrolled:	2,376
Waitlisted:	138

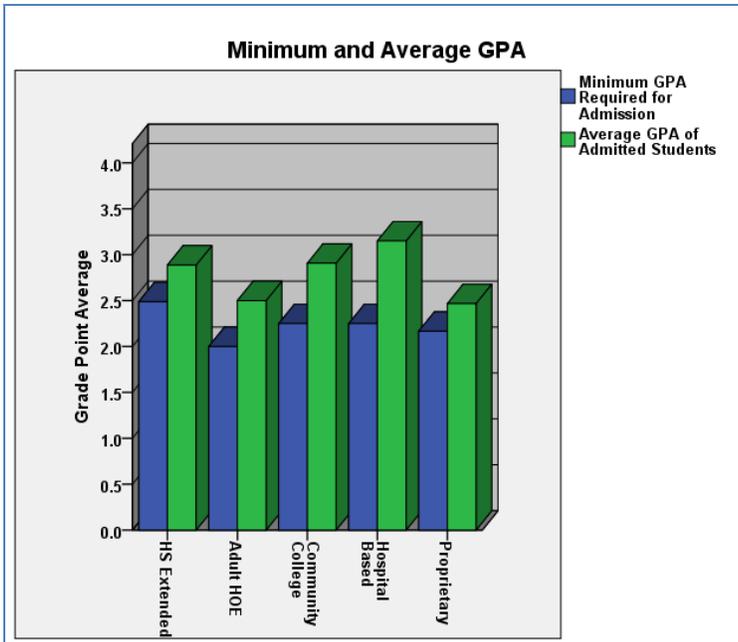
Source: Va. Healthcare Workforce Data Center

Virginia's PN programs received a total of 5,013 student applications during the 2012-2013 academic year. Nearly half of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
HS Extended	1,273	771	61%	610	79%	557	91%	44%
Adult HOE	64	58	91%	54	93%	44	81%	69%
Community College	1,257	784	62%	604	77%	528	87%	42%
Hospital	272	138	51%	105	76%	86	82%	32%
Proprietary	2,147	1,749	81%	1,241	71%	1,161	94%	54%
All Programs	5,013	3,500	70%	2,614	75%	2,376	91%	47%

Out of 3,500 qualified applications, 886 did not result in an offer of admission. Lack of clinical space and the inability to expand effective program capacity were the most common reasons cited for denying admission to qualified applicants.

Background of Admitted Students



At a Glance:

GPA (mean)
 Minimum Requirement: 2.3
 Student Average: 2.8

Age (mean)
 Overall: 27
 HS Extended: 23
 Community College: 29
 Hospital-Based: 31

Source: Va. Healthcare Workforce Data Center

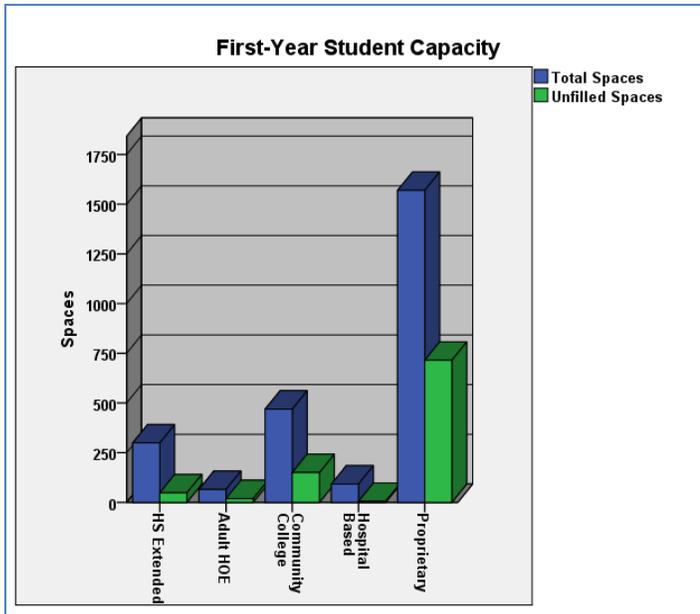
Program Type	Mean
High School Extended	23
Post-Secondary Adult HOE	27
Community College	29
Proprietary	29
Hospital-Based	31
All Programs	27

The average age of students who were admitted into Virginia’s PN programs was 27. High School Extended programs had the lowest average age of admitted students at 23, while Hospital-based programs had the highest average age of admitted students at 31.

Program Type	Min	Avg.
Community College	2.5	2.9
High School Extended	2.0	2.3
Proprietary	2.3	2.9
Hospital-Based	2.3	3.2
Post-Secondary Adult HOE	2.3	2.4
All Programs	2.3	2.8

A typical PN program required that prospective students have a minimum GPA of 2.3, while the average GPA among admitted students was 2.8. On average, community colleges had the highest minimum requirements for admission, but Hospital-based programs had the highest GPA among admitted students.

Capacity



At a Glance:

1st-Year Student Capacity
 Spaces Available: 3,224
 Spaces Unfilled: 937

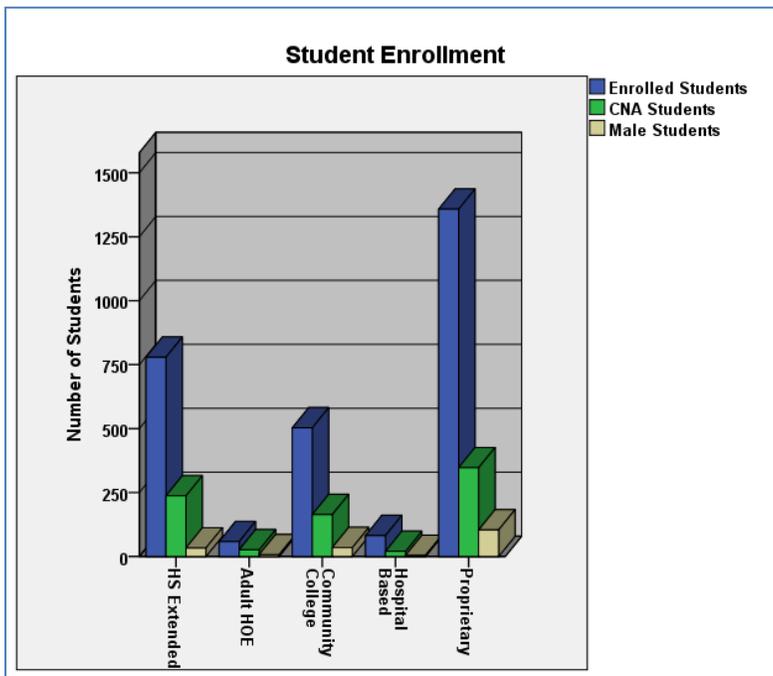
Unfilled Capacity
 % of Programs: 69%
 % of Total Capacity: 29%

Source: Va. Healthcare Workforce Data Center

Virginia’s PN programs were able to utilize 71% of its available first-year student capacity. Programs provided a variety of reasons for explaining the cause of unfilled spaces. Many programs cited a lack of qualified applicants. In addition, many accepted students either chose not to enroll or quit soon after the program started. Some of the students who did not matriculate into a specific program had multiple admission offers, while others did not enter any program because of unspecified personal issues. Financial issues were also a major problem for many admitted students who chose not to enroll in any program.

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces			
	No	Yes	Unfilled Spaces	%	Total Spaces	% of Total Capacity
HS Extended	8	9	48	5%	568	8%
Adult HOE	0	2	19	2%	65	29%
Community College	7	13	150	16%	672	22%
Hospital	0	3	5	1%	92	5%
Proprietary	3	13	715	76%	1,827	39%
All Programs	18	40	937	100%	3,224	29%

Enrollment



At a Glance:

Enrollment

Total: 2,780
 CNA: 794
 Male: 183

Enrollment by Type

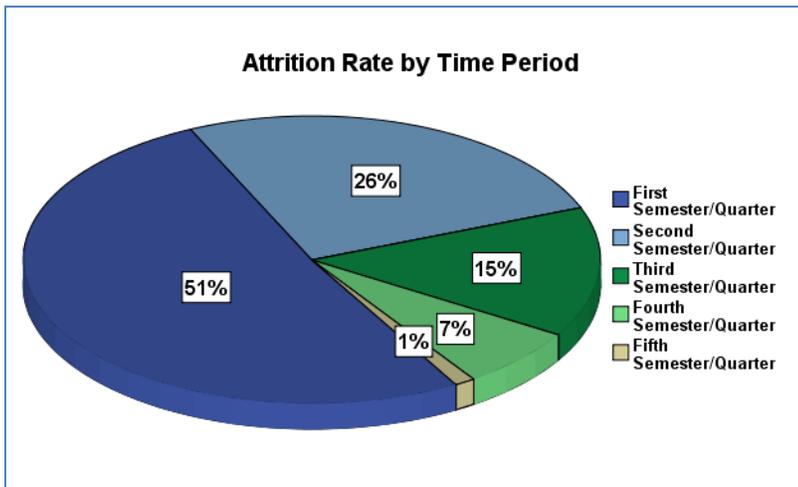
Proprietary: 49%
 HS Extended: 28%
 Community College: 18%

Source: Va. Healthcare Workforce Data Center

A total of 2,780 students were enrolled in Virginia’s PN programs during the current academic year. 29% of these students were CNAs, while 7% of enrolled students were male.

Program Type	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
HS Extended	779	28%	237	30%	33	18%
Adult HOE	58	2%	26	3%	7	4%
Community College	503	18%	164	21%	35	19%
Hospital	82	3%	20	3%	4	2%
Proprietary	1,358	49%	347	44%	104	57%
All Programs	2,780	100%	794	100%	183	100%

Attrition



At a Glance:

Graduation Rate

Hospital Based:	91%
Community College:	56%
HS Extended:	54%
Proprietary:	37%

Attrition Rate

Hospital Based:	7%
Adult HOE:	15%
Community College:	26%

Source: Va. Healthcare Workforce Data Center

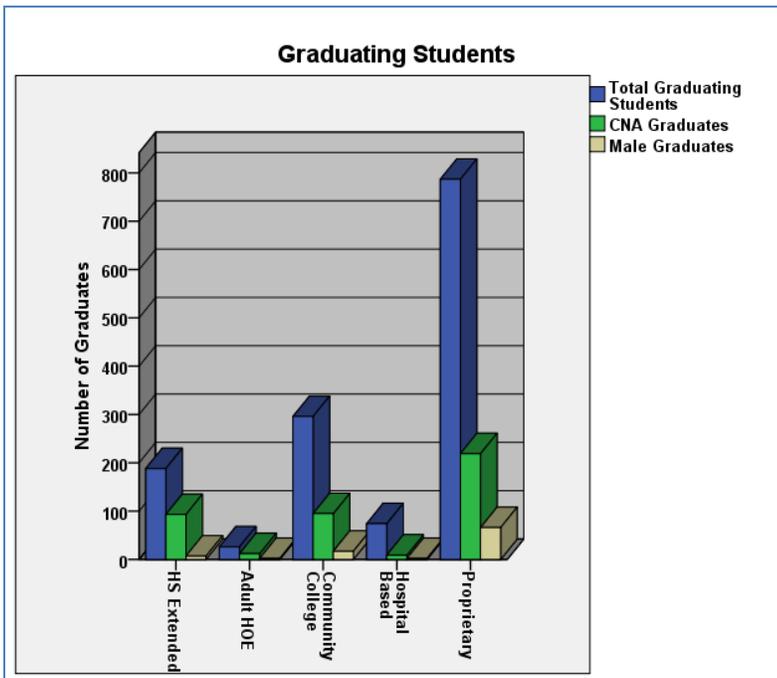
Quarter/ Semester	Number of Students	
	Count	%
First	271	51%
Second	137	26%
Third	77	15%
Fourth	36	7%
Fifth	6	1%
Total	527	100%

Approximately half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	327	33	476	85	1,362	2,283
Graduated on Time	177	12	265	77	500	1,031
On-Time Graduation Rate	54%	36%	56%	91%	37%	45%
Permanently Left Program	104	5	125	6	522	762
Attrition Rate	32%	15%	26%	7%	38%	33%

Among all students who were expected to graduate during this academic year, nearly half ultimately did graduate. Meanwhile, one-third of students expected to graduate this year permanently left their respective program instead.

Graduates



At a Glance:

Graduates

Total: 1,371
 % CNA: 31%
 % Male: 7%

Grad. by Program Type

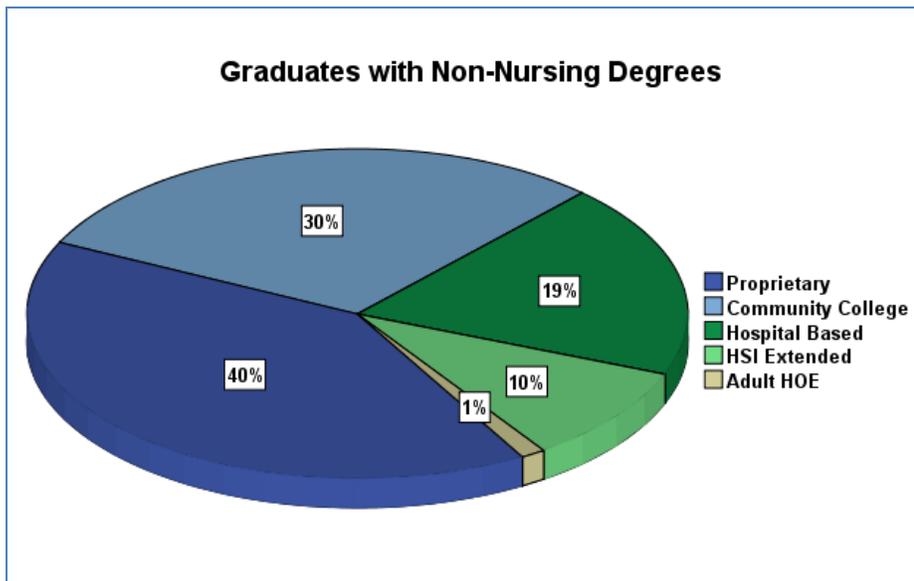
Proprietary: 57%
 Community College: 22%
 HS Extended: 14%

Source: Va. Healthcare Workforce Data Center

A total of 1,371 students graduated from Virginia's PN programs during the current academic year. 31% of these graduates were CNA students, while 7% were male. More than half graduated from Proprietary PN programs.

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
HS Extended	188	14%	93	22%	7	7%
Adult HOE	26	2%	12	3%	2	2%
Community College	296	22%	95	22%	17	18%
Hospital	74	5%	9	2%	2	2%
Proprietary	787	57%	219	51%	66	70%
All Programs	1,371	100%	428	100%	94	100%

Background of Graduates



At a Glance:

Race/Ethnicity

White: 51%
 Black: 36%
 Hispanic: 5%

Multi-Degree Grads.

Multi-Degree Graduates: 84
 % of Total Graduates: 6%

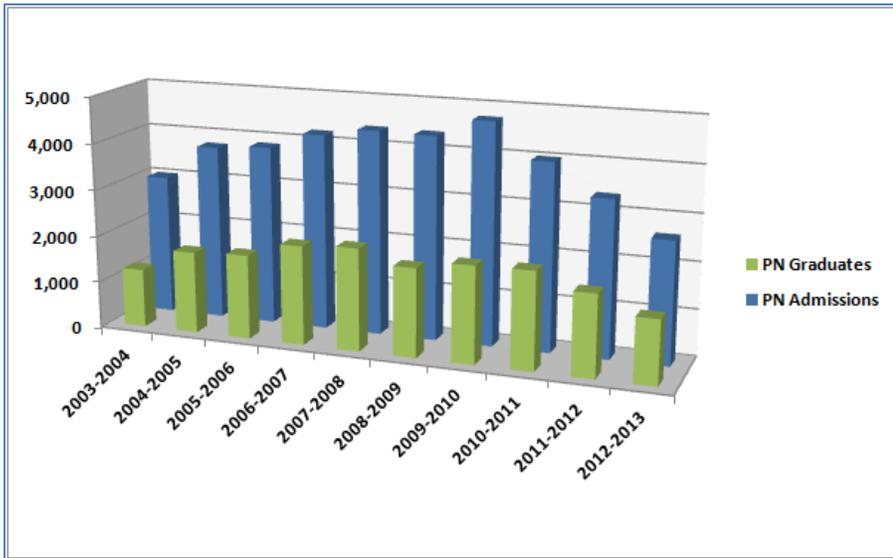
Source: Va. Healthcare Workforce Data Center

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	8	10%	4%
Adult HOE	1	1%	4%
Comm. College	25	30%	8%
Hospital Based	16	19%	22%
Proprietary	34	40%	4%
All Programs	84	100%	6%

Approximately half of all graduates from Virginia's PN programs are non-Hispanic White, while more than one-third of all graduates are non-Hispanic Black.

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	139	78%	9	35%	180	81%	48	65%	244	34%	620	51%
Black	24	13%	15	58%	35	16%	19	26%	349	49%	442	36%
Hispanic	10	3%	1	4%	4	2%	2	3%	40	6%	57	5%
Asian	6	3%	0	0%	1	0%	2	3%	29	4%	38	3%
American Indian	1	1%	0	0%	0	0%	1	1%	1	0%	3	0%
Pacific Islander	1	1%	0	0%	0	0%	0	0%	0	0%	1	0%
Two or More	5	3%	0	0%	1	0%	2	3%	11	2%	19	2%
Unknown	2	1%	1	4%	1	0%	0	0%	38	5%	42	3%
Total	188	100%	26	100%	222	100%	74	100%	712	100%	1,222	100%

Long-Term Trends



At a Glance:

Admissions

Total: 2,614
 Year-over-Year Change: -22%

Graduates

Total: 1,371
 Year-over-Year Change: -22%

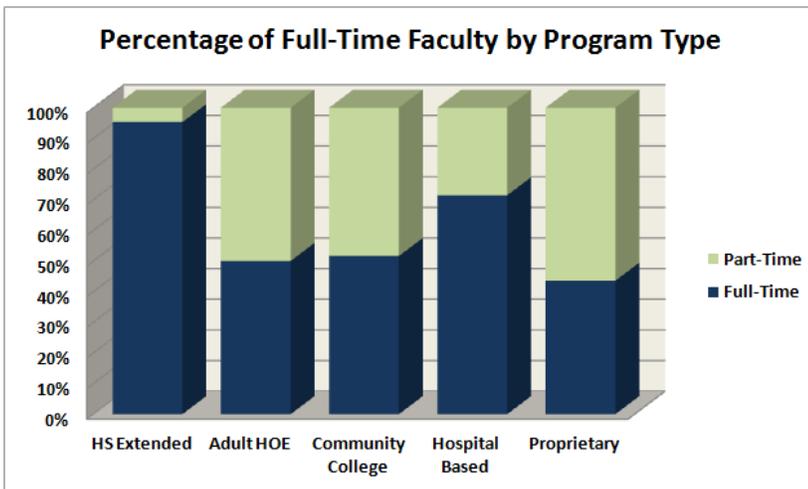
Source: Va. Healthcare Workforce Data Center

The number of new students who were admitted into Virginia’s PN programs and the number of enrolled students who graduated from these programs both declined by 22% during the 2012-2013 academic year. This decrease is due in part to the decline in the number of PN programs that operated in the state, which fell from 72 to 59 this year.

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2003-2004	3,008	-	1,254	-
2004-2005	3,759	25%	1,752	40%
2005-2006	3,847	2%	1,804	3%
2006-2007	4,206	9%	2,123	18%
2007-2008	4,376	4%	2,191	3%
2008-2009	4,358	0%	1,900	-13%
2009-2010	4,742	9%	2,072	9%
2010-2011	4,003	-16%	2,086	1%
2011-2012	3,346	-16%	1,753	-16%
2012-2013	2,614	-22%	1,371	-22%

Faculty Information

Employment



At a Glance:

% of Total Faculty

Proprietary:	51%
Community College:	28%
HS Extended:	15%

% Full-Time

HS Extended:	95%
Hospital Based:	71%
Community College:	52%

Student-Faculty Ratios

Adult HOE:	4.83
Proprietary:	5.49
Community College:	5.64

Source: Va. Healthcare Workforce Data Center

More than half of all faculty work in proprietary programs, but only 44% of those workers have full-time jobs. In every other program type, at least half of all faculty members had full-time positions, including 95% of those employed in a HS Extended program.

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 th %	Mean	75 th %
HS Extended	61	31%	3	31%	64	15%	95%	9.33	11.92	14.50
Adult HOE	6	3%	6	3%	12	3%	50%	2.50	4.83	7.17
Community College	64	34%	60	34%	124	28%	52%	1.55	5.64	8.33
Hospital Based	10	5%	4	5%	14	3%	71%	3.67	6.19	9.00
Proprietary	98	27%	127	27%	225	51%	44%	3.85	5.49	6.91
All Programs	239	100%	200	100%	439	100%	54%	4.00	7.40	9.72

Source: Va. Healthcare Workforce Data Center

On average, the typical PN program had a student-to-faculty ratio of 7.40. However, four of the five program types had student-to-faculty ratios that were below the overall average, which was skewed upward by the higher mean of HS Extended programs.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	2	1%	1	1%	3	1%	67%
25 to 34	20	9%	19	10%	39	9%	51%
35 to 44	57	24%	48	24%	105	24%	54%
45 to 54	66	28%	66	34%	132	31%	50%
55 to 64	78	33%	42	21%	120	28%	65%
65 to 74	11	5%	20	10%	31	7%	35%
75 and Over	0	0%	1	1%	1	0%	0%
Total	234	100%	197	100%	431	100%	54%

Source: Va. Healthcare Workforce Data Center

A typical faculty member would be a female between the ages of 45 and 54. Slightly more than half of all faculty members held full-time positions.

At a Glance:

Gender

% Female: 95%
% Female w/ FT Job: 54%

Age

% Under 35: 10%
% Over 54: 35%

Diversity

Diversity Index (Total): 44%
Diversity Index (FT Jobs): 40%

Source: Va. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	10	4%	13	7%	23	5%	43%
Female	220	96%	187	93%	407	95%	54%
Total	230	100%	200	100%	430	100%	53%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 44% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 54%.

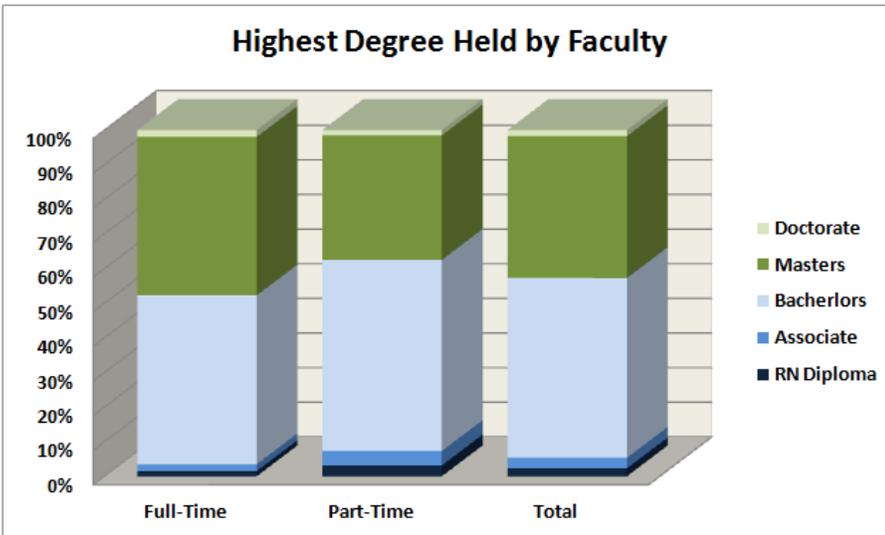
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	64%	174	74%	133	67%	307	71%	57%
Black	19%	52	22%	51	26%	103	24%	50%
Asian	6%	3	1%	11	6%	14	3%	21%
Other Race	0%	2	1%	3	2%	5	1%	40%
Two or more races	2%	3	1%	0	0%	3	1%	100%
Hispanic	8%	1	0%	2	1%	3	1%	33%
Total	100%	235	100%	200	100%	435	100%	54%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



At a Glance:

Degree

BSN: 39%

Masters in Nursing: 34%

Non-Nursing Bachelors: 13%

Full-Time Employment

Masters in Nursing: 60%

Doctorate: 57%

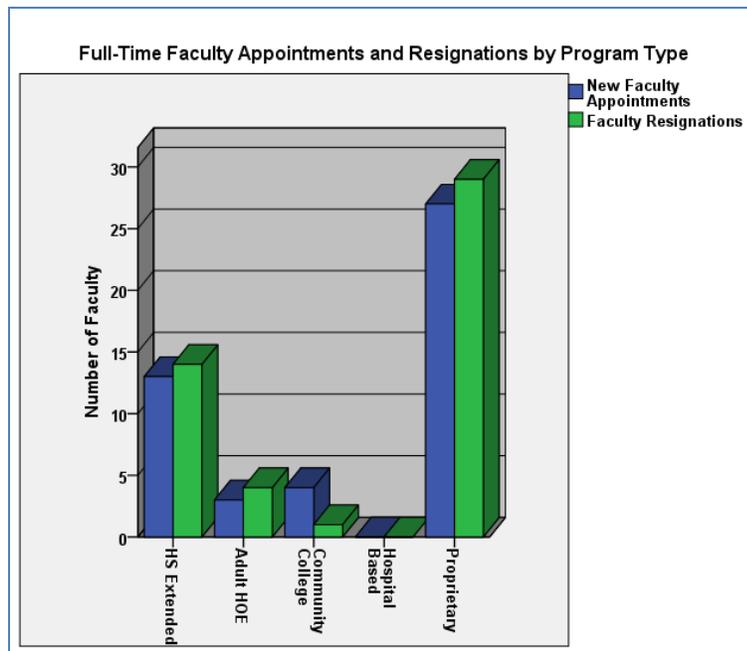
BSN: 53%

Source: Va. Healthcare Workforce Data Center

More than 70% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 56% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	3	2%	6	3%	9	2%	33%
ASN	4	2%	8	4%	12	3%	33%
Non-Nursing Bachelors	17	8%	33	17%	50	13%	34%
BSN	81	40%	73	38%	154	39%	53%
Non-Nursing Masters	11	5%	16	8%	27	7%	41%
Masters in Nursing	81	40%	53	28%	134	34%	60%
Doctorate	4	2%	3	2%	7	2%	57%
Total	201	100%	192	100%	393	100%	51%

Faculty Appointments and Resignations



At a Glance:

Full-Time Faculty

Turnover Rate: 20%
 Newly Appointed Rate: 20%

Turnover Rate

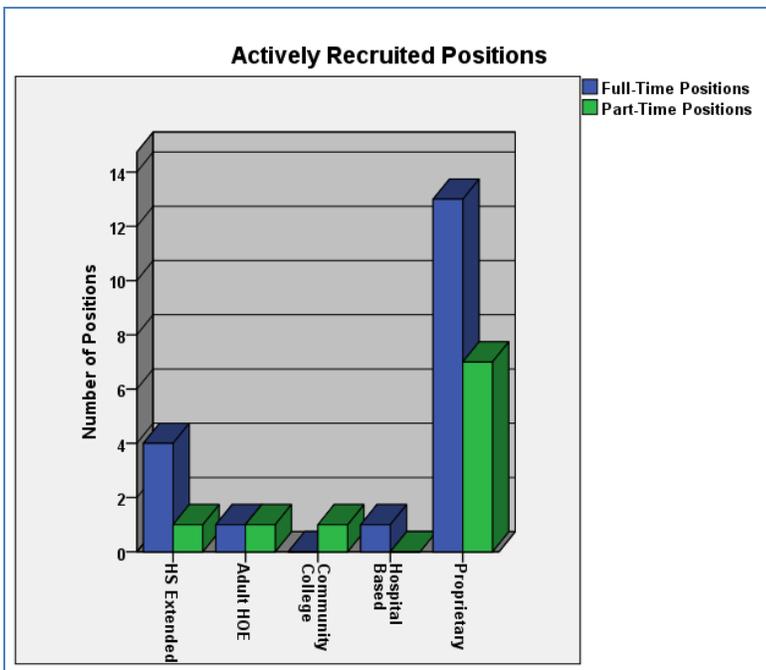
Adult HOE: 67%
 Proprietary: 30%
 HS Extended: 23%

Source: Va. Healthcare Workforce Data Center

Among full-time faculty, Virginia's PN Programs experienced both a 20% turnover rate and a newly appointed faculty rate of 20% over the past year.

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Total	61	6	64	10	98	239
Newly Appointed	13	3	4	0	27	47
Resignations	14	4	1	0	29	48
Turnover Rate	23%	67%	2%	0%	30%	20%
Proportion Newly Appointed	21%	50%	6%	0%	28%	20%

Future Faculty Requirements



At a Glance:

Budget Adequacy
 Full-Time Hiring: 93%
 Part-Time Hiring: 96%

Expected Job Disruption
 Less: 40%
 Same: 46%
 More: 14%

Source: Va. Healthcare Workforce Data Center

A total of 19 full-time faculty positions and 10 part-time faculty positions are currently in active recruitment. Most of these jobs are needed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	54	93%	46	96%
No	4	7%	2	4%
Total	58	100%	48	100%

Source: Va. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
HS Extended	6	35%	6	35%	5	29%	17	100%
Adult HOE	2	100%	0	0%	0	0%	2	100%
Community College	5	26%	12	63%	2	11%	19	100%
Hospital	2	67%	1	33%	0	0%	3	100%
Proprietary	8	50%	7	44%	1	6%	16	100%
All Programs	23	40%	26	46%	8	14%	57	100%

Only 14% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet their faculty needs.

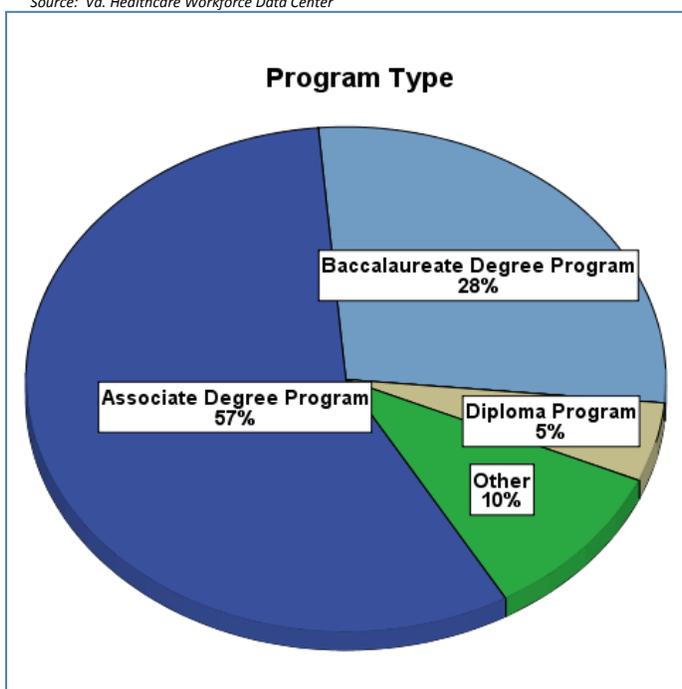
Registered Nursing Education Programs

Program Structure

A Closer Look:

Program Type		
Type	#	%
Associate	45	57%
Baccalaureate	22	28%
Diploma	4	5%
Accelerated Baccalaureate	3	4%
Associate Online	3	4%
Accelerated Masters	2	3%
Total	79	100%

Source: Va. Healthcare Workforce Data Center



At a Glance:

Program Type

Associate:	57%
Baccalaureate:	28%
Diploma:	5%

Delivery Method

Semester:	89%
Quarters:	9%
Trimesters:	3%

Mean Program Length

Associate:	21 Mos.
Baccalaureate:	30 Mos.
Diploma:	25 Mos.

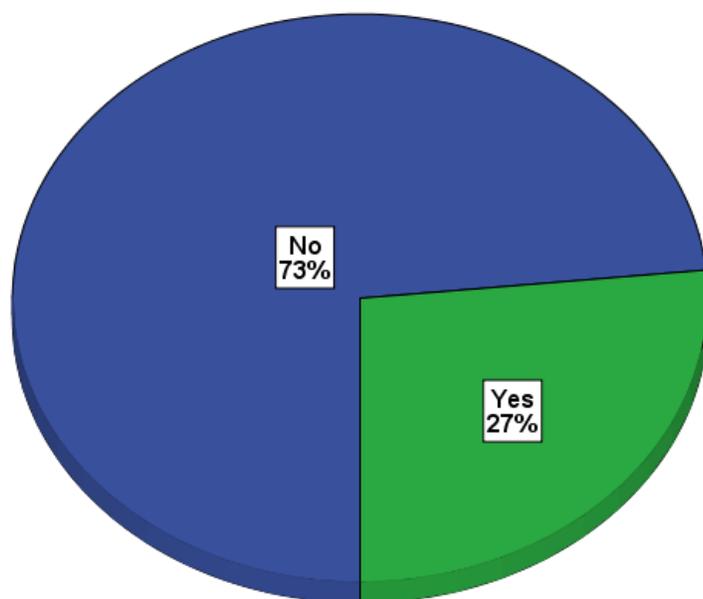
Source: Va. Healthcare Workforce Data Center

There were 79 Registered Nursing (RN) Education Programs approved in Virginia during the 2012-2013 academic year. 24 of these programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.

Program Type	Program Length, Months				
	Mean	Min	25 th %	75 th %	Max
Diploma	25	20	21	29	33
Associate	21	15	20	24	36+
Associate Online	25	15	15	35	35
Baccalaureate	30	16	24	36+	36+
Accelerated Baccalaureate	16	15	15	16	16
Accelerated Masters	22	20	20	24	24
All Programs	24	15	20	27	36+

Program Details

Program Changes in Past Year?



At a Glance:

Schedule Options

Daytime Courses:	99%
Evening Courses:	52%
Online Courses:	29%
Weekend Courses:	22%

Admissions Frequency(Annual)

One:	43%
Two:	38%
Three:	12%
Four or More:	8%

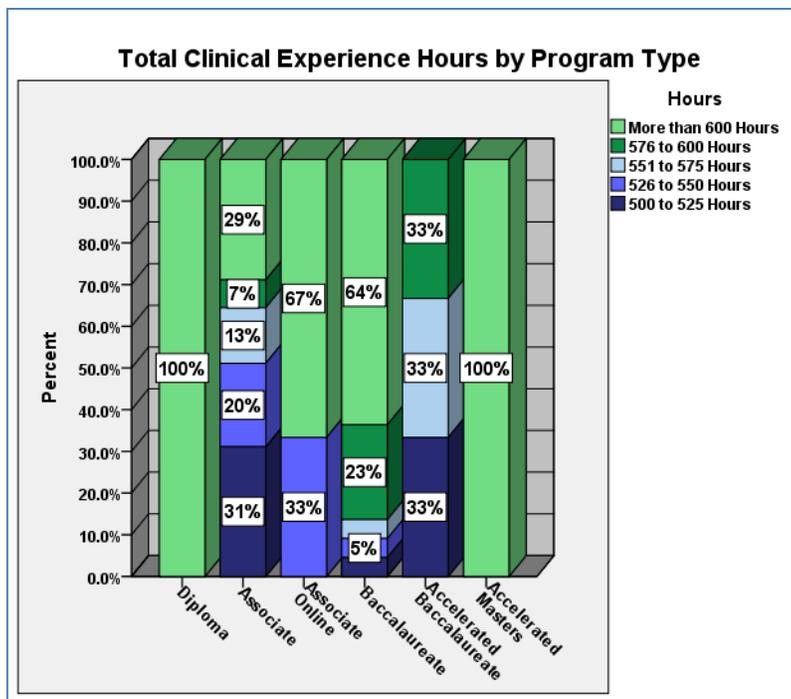
Source: Va. Healthcare Workforce Data Center

More than one-quarter of all RN programs implemented a change to their nursing program in the past year. Many changes relate to either the curriculum or scheduling. In addition, five programs are in the process of closing their programs.

Scheduling Option	#	%
Daytime Courses	78	99%
Evening Courses	25	32%
Online Courses	23	29%
Evening & Weekend Courses	16	20%
Accelerated Courses	10	13%
Weekend Courses	1	1%

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	46	58%
National League for Nursing Accreditation Commission	NLNAC	27	34%
Commission on Collegiate Nursing Education	CCNE	24	30%
Accrediting Council for Independent Colleges and Schools	ACICS	11	14%
Accrediting Bureau of Health Education Schools	ABHES	6	8%
Council on Occupational Education	COE	2	3%
The Higher Learning Commission	HLC	1	1%
Middle States Commission on Higher Education	MSCHE	1	1%

Clinical Hours



At a Glance:

Median Clinical Hours

- Clinical Experience: 576-600
- Direct Client Care: 501-525
- Direct Client Care in Va.: 540
- Clinical Simulation: 26-50
- Clinical Observation: 1-25

Source: Va. Healthcare Workforce Data Center

More than half of all RN programs in Virginia required at least of 576 total hours of clinical experience from their students. Pursuant to 18VAC 90-20-120.E, Virginia's RN programs are required to provide 500 hours of direct client care, of which 20% may be simulated.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	16	20%
Maryland	7	9%
North Carolina	3	8%
Tennessee	2	3%
West Virginia	2	3%
Kentucky	1	1%
Other	2	3%
All Programs	23	29%

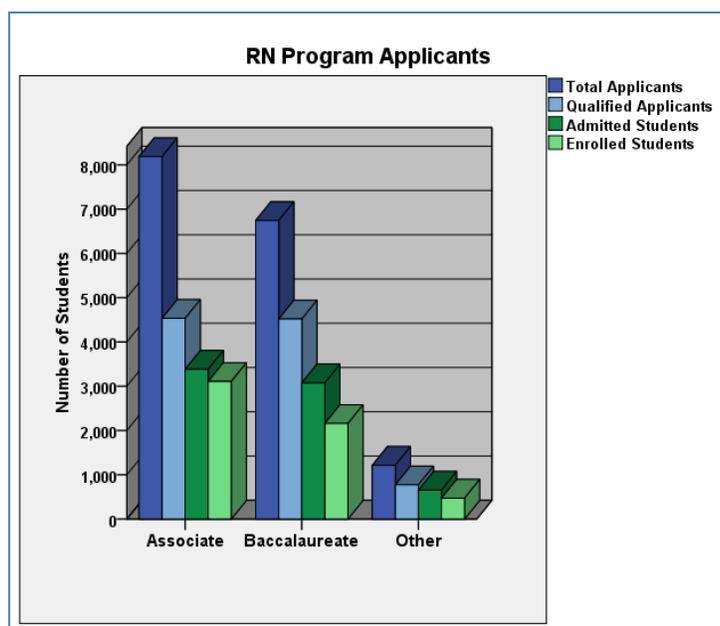
23 programs offered clinical experience hours outside of Virginia. Washington, D.C. and Maryland were the two states in which clinical experience hours were most likely to be provided.

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	Diploma	Associate	Associate Online	Bachelors	Accel. Bachelors	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0	0
	501 to 525	0	14	0	1	1	0	16
	526 to 550	0	9	1	1	0	0	11
	551 to 575	0	6	0	1	1	0	8
	576 to 600	0	3	0	5	1	0	9
	More than 600	4	13	2	14	0	2	35
	Total	4	45	3	22	3	2	79
Direct Client Care Hours	400 or less	0	0	0	0	0	0	0
	401 to 425	0	0	0	0	0	0	0
	426 to 450	0	2	0	0	0	0	2
	451 to 475	0	2	0	0	0	0	2
	476 to 500	1	5	0	1	0	0	7
	More than 500	3	36	3	21	3	2	68
	Total	4	45	3	22	3	2	79
Clinical Simulation Hours	None	0	7	0	1	0	1	9
	1 to 25	2	16	1	7	2	0	28
	26 to 50	1	15	2	8	1	0	27
	51 to 75	1	3	0	3	0	0	7
	76 to 100	0	3	0	0	0	0	3
	More than 100	0	1	0	3	0	1	5
	Total	4	45	3	22	3	2	79
Clinical Observation Hours	None	1	26	1	2	2	1	33
	1 to 25	1	17	2	7	0	0	27
	26 to 50	0	0	0	6	1	0	7
	51 to 75	0	1	0	3	0	0	4
	76 to 100	2	0	0	2	0	0	4
	More than 100	0	1	0	2	0	1	4
	Total	4	45	3	22	3	2	79

Student Information

Admissions

**At a Glance:****Program Applicants**

Total:	16,148
Qualified:	9,827
Admitted:	7,115
Enrolled:	5,739
Waitlisted:	805

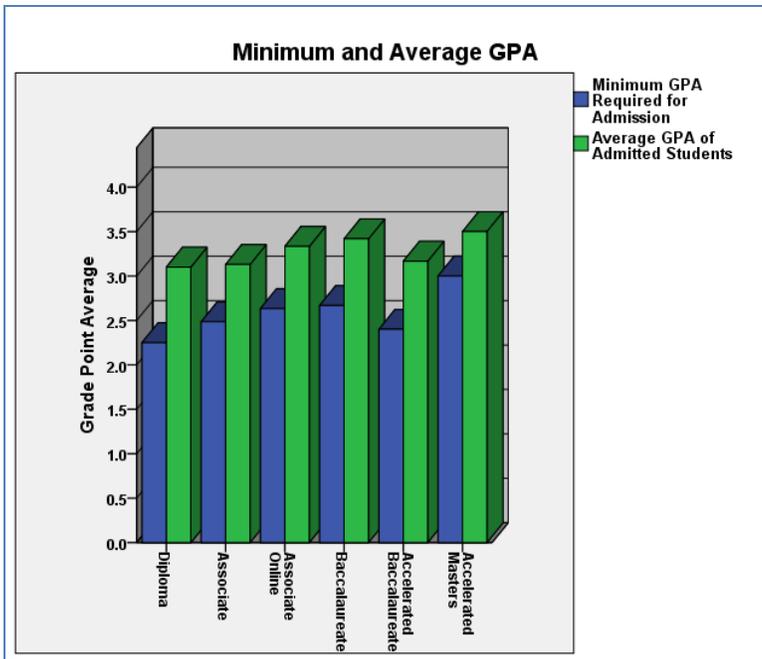
Source: Va. Healthcare Workforce Data Center

Virginia's RN programs received a total of 16,148 student applications during the 2012-2013 academic year. Approximately 36% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Diploma	160	101	63%	96	95%	87	91%	54%
Associate	8,188	4,535	55%	3,384	75%	3,108	92%	38%
Assoc. Online	250	191	76%	131	69%	130	99%	52%
Bachelors	6,745	4,519	67%	3,077	68%	2,159	70%	32%
Accel. Bachelors	682	411	60%	377	92%	219	58%	32%
Accel. Masters	123	70	57%	50	71%	36	72%	29%
All Programs	16,148	9,827	61%	7,115	72%	5,739	81%	36%

Out of 9,827 qualified applications, 2,712 were still not given an offer of admission. 15 programs cited the inability to expand effective program capacity as the main reason for failing to admit qualified applicants, while 14 programs cited the lack of clinical space. The lack of qualified faculty and student finances were also common reasons for failing to admit qualified applicants.

Background of Admitted Students



At a Glance:

GPA (mean)
 Minimum Requirement: 2.5
 Student Average: 3.2

Age (mean)
 Overall: 29
 Associate: 31
 Baccalaureate: 25
 Diploma: 28

Source: Va. Healthcare Workforce Data Center

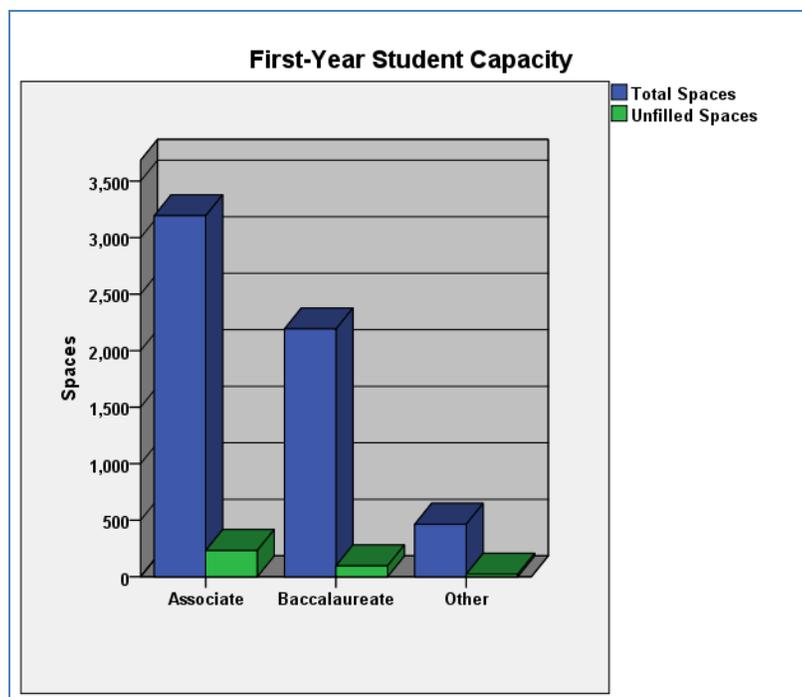
Average Age of Admitted Students	
Program Type	Mean
Diploma	28
Associate	31
Associate Online	30
Baccalaureate	25
Accelerated Baccalaureate	28
Accelerated Masters	27
All Programs	29

The average age of students who were admitted into Virginia's RN programs was 29. Baccalaureate programs had the lowest average age of admitted students at 25, while Associate programs had the highest average age of admitted students at 31.

GPA		
Program Type	Min	Avg.
Diploma	2.3	3.1
Associate	2.5	3.1
Associate Online	2.6	3.3
Baccalaureate	2.7	3.4
Accelerated Baccalaureate	2.4	3.2
Accelerated Masters	3.0	3.5
All Programs	2.5	3.2

A typical RN program required that prospective students have a minimum GPA of 2.5, while the average GPA among admitted students was 3.2. On average, Accelerated Masters programs had the highest minimum GPA requirements for admission and the highest average GPA among admitted students.

Capacity

**At a Glance:****1st-Year Student Capacity**

Spaces Available: 5,850

Spaces Unfilled: 350

Unfilled Capacity

% of Programs: 47%

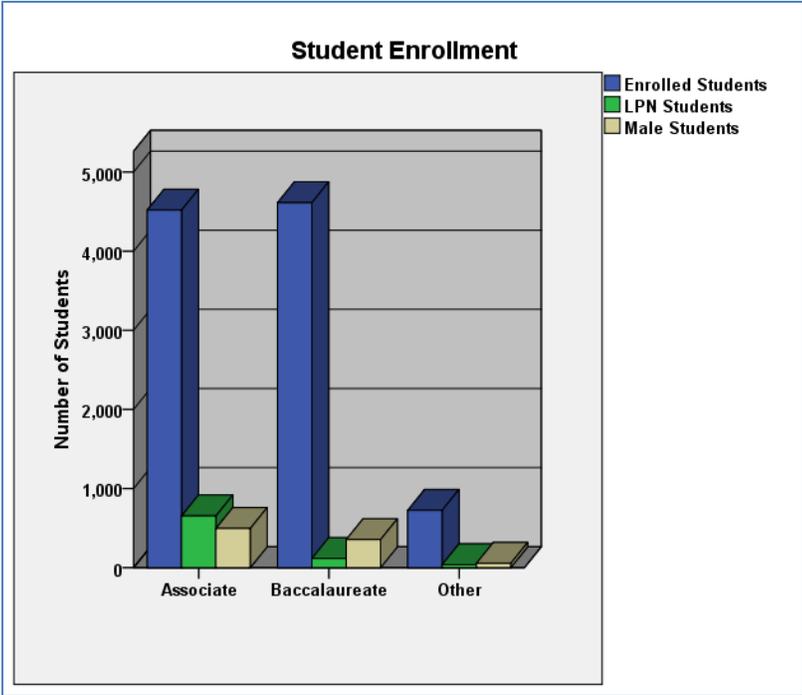
% of Total Capacity: 6%

Source: Va. Healthcare Workforce Data Center

Virginia's RN programs were able to utilize 94% of its available first-year student capacity. Programs provided a variety of reasons for explaining the cause of unfilled spaces. One of the most common explanations was the lack of qualified applicants. Many programs also had admitted students who chose not to enroll and enrolled students who either failed to show up or dropped out soon after classes started. Some of these students went to other programs, while others chose not to attend any program because of financial or other personal difficulties.

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces			
	No	Yes	Unfilled Spaces	%	Total Spaces	% of Total Capacity
Diploma	3	1	0	0%	84	0%
Associate	21	23	232	66%	3,194	7%
Associate Online	2	1	22	6%	262	8%
Baccalaureate	10	12	96	27%	2,192	4%
Accelerated Baccalaureate	2	0	0	0%	86	0%
Accelerated Masters	1	0	0	0%	32	0%
All Programs	39	37	350	100%	5,850	6%

Enrollment



At a Glance:

Enrollment
 Total: 9,855
 LPN: 806
 Male: 904

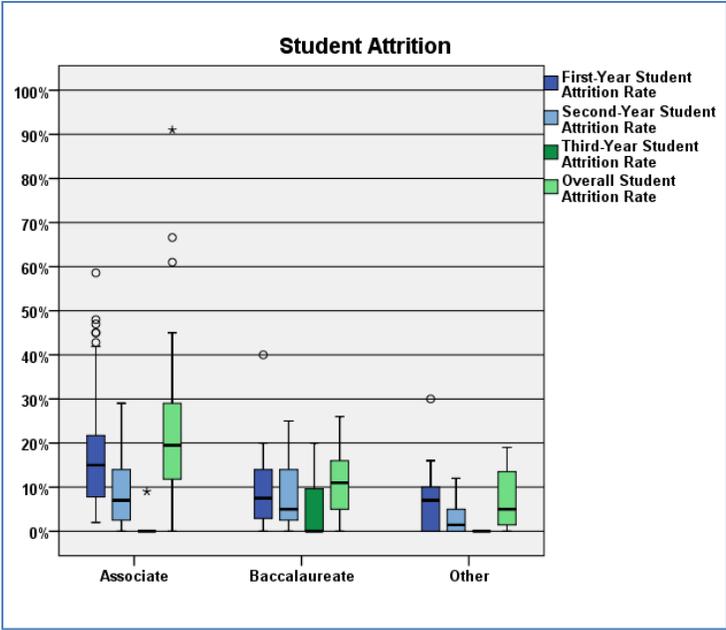
Enrollment by Type
 Baccalaureate: 47%
 Associate: 46%
 Accel. Baccalaureate: 3%

Source: Va. Healthcare Workforce Data Center

Nearly 10,000 students were enrolled in Virginia’s RN programs during the current academic year. 8% of these students are LPNs, while 9% of enrolled students are male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
Diploma	152	2%	22	3%	5	1%
Associate	4,519	46%	654	81%	495	55%
Associate Online	166	2%	4	1%	12	1%
Baccalaureate	4,612	47%	115	14%	354	39%
Accelerated Baccalaureate	323	3%	11	1%	31	3%
Accelerated Masters	83	1%	0	0%	7	1%
All Programs	9,855	100%	806	100%	904	100%

Attrition



At a Glance:

Attrition Rate

- 1st Year Avg.: 15%
- 2nd Year Avg.: 8%
- 3rd Year Avg.: 2%
- Overall Avg.: 17%

Attrition by Type

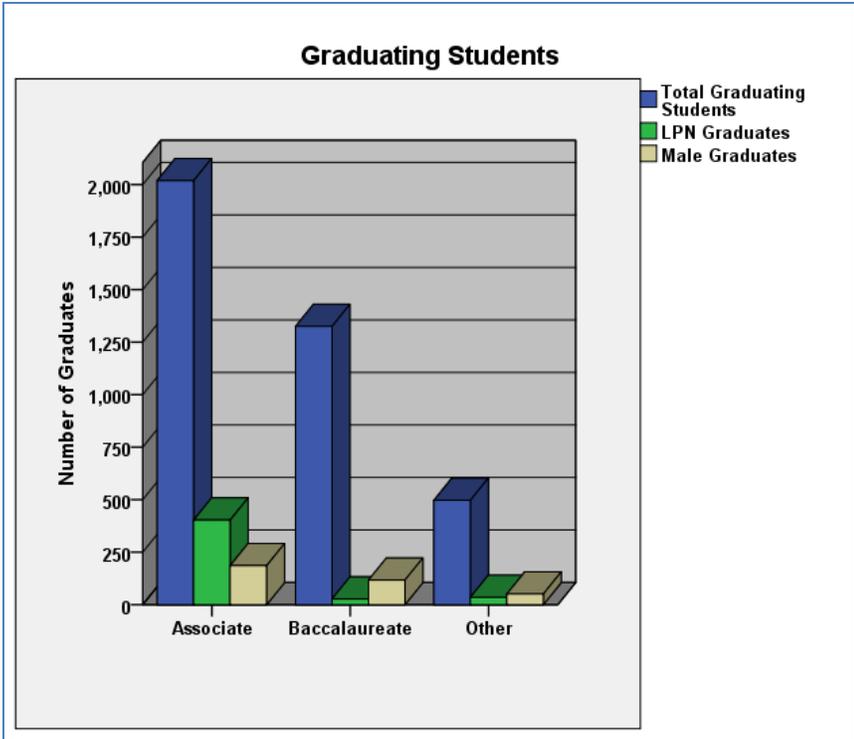
- Associate: 24%
- Baccalaureate: 11%
- Online Associate: 13%

Source: Va. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Diploma	1st Year Attrition	1%	0%	3%	1
	2nd Year Attrition	2%	0%	3%	1
	3rd Year Attrition	0%	0%	0%	3
	Overall Attrition	2%	0%	3%	1
Associate	1st Year Attrition	19%	2%	59%	2
	2nd Year Attrition	9%	0%	29%	2
	3rd Year Attrition	1%	0%	9%	29
	Overall Attrition	24%	0%	91%	3
Online Associate	1st Year Attrition	18%	8%	30%	0
	2nd Year Attrition	6%	0%	12%	0
	3rd Year Attrition	-	-	-	3
	Overall Attrition	13%	8%	15%	0
Baccalaureate	1st Year Attrition	9%	0%	40%	0
	2nd Year Attrition	9%	0%	25%	2
	3rd Year Attrition	5%	0%	20%	7
	Overall Attrition	11%	0%	26%	1
Accelerated Baccalaureate	1st Year Attrition	5%	0%	8%	0
	2nd Year Attrition	4%	0%	12%	0
	Third Year Attrition	0%	0%	0%	1
	Overall Attrition	8%	0%	19%	0
Accelerated Masters	1st Year Attrition	6%	0%	12%	0
	2nd Year Attrition	0%	0%	0%	1
	3rd Year Attrition	-	-	-	2
	Overall Attrition	6%	0%	12%	0
Total	1st Year Attrition	15%	0%	59%	3
	2nd Year Attrition	8%	0%	29%	6
	3rd Year Attrition	2%	0%	20%	45
	Overall Attrition	17%	0%	91%	5

The overall attrition rate across all program types was 17%. Associate programs had the highest overall attrition rate, with nearly one-quarter of all students leaving the program. Baccalaureate programs had an attrition rate of 13%, while Diploma programs had the lowest overall attrition rate at 2%.

Graduates



At a Glance:

Graduates

Total: 3,845
 % LPN: 12%
 % Male: 9%

Grad. by Program Type

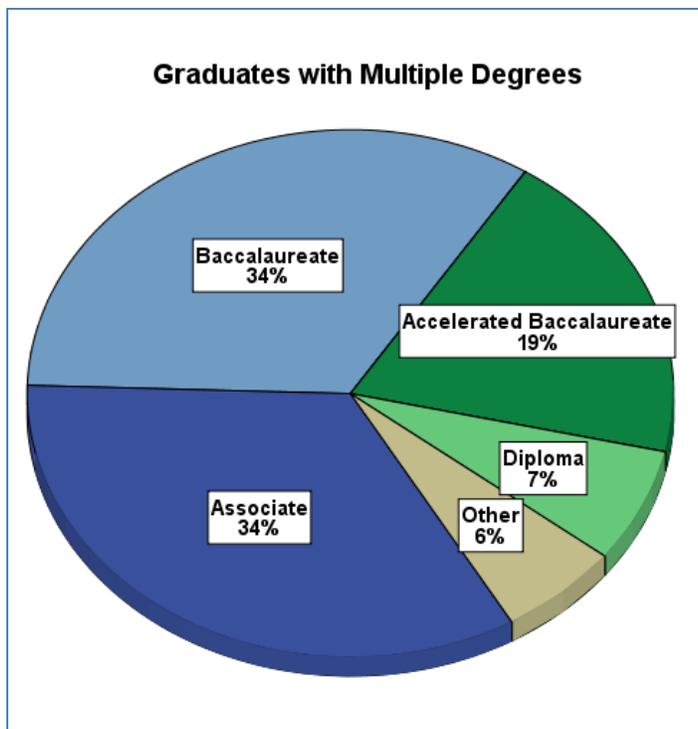
Associate: 53%
 Baccalaureate: 35%
 Accel. Baccalaureate: 5%

Source: Va. Healthcare Workforce Data Center

A total of 3,845 students graduated from Virginia’s RN programs during the current academic year. 12% of these graduates were LPN students, while 9% were male. More than half of all graduating students came from Associate programs.

Program Type	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
Diploma	172	5%	18	4%	14	4%
Associate	2,023	53%	403	87%	186	53%
Associate Online	104	3%	4	1%	9	3%
Baccalaureate	1,325	35%	27	6%	117	33%
Accelerated Baccalaureate	182	5%	13	3%	23	7%
Accelerated Masters	39	1%	0	0%	5	1%
All Programs	3,845	100%	465	100%	354	100%

Background of Graduates



At a Glance:

Race/Ethnicity

White: 70%
 Black: 16%
 Asian: 5%
 Hispanic: 3%

Multi-Degree Grads.

Multi-Degree Graduates: 869
 % of Total Graduates: 23%

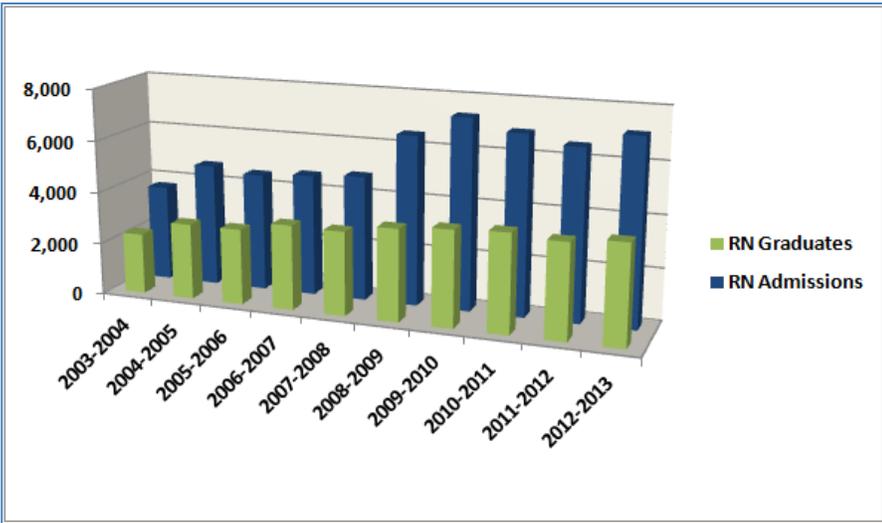
Source: Va. Healthcare Workforce Data Center

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Diploma	61	7%	2%
Associate	294	34%	8%
Associate Online	14	2%	0%
Baccalaureate	292	34%	8%
Accel. Baccalaureate	169	19%	4%
Accel. Masters	39	5%	1%
All Programs	869	100%	23%

70% of all graduates from Virginia's RN programs are non-Hispanic White, while 16% of all graduates are non-Hispanic Black.

Race/ Ethnicity	Diploma		Associate		Associate Online		BSN		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White	98	86%	1,294	70%	48	74%	936	71%	99	54%	32	82%	2,507	70%
Black	14	12%	384	21%	9	14%	116	9%	42	23%	0	0%	565	16%
Hispanic	0	0%	58	3%	4	6%	37	3%	10	5%	1	3%	110	3%
Asian	0	0%	72	4%	3	5%	84	6%	12	7%	3	8%	174	5%
American Indian	0	0%	2	0%	0	0%	4	0%	1	1%	0	0%	7	0%
Pacific Islander	2	2%	18	1%	1	2%	7	1%	1	1%	0	0%	29	1%
Two or More	0	0%	15	1%	0	0%	21	2%	5	3%	0	0%	41	1%
Unknown	0	0%	3	0%	0	0%	110	8%	12	7%	3	8%	128	4%
Total	114	100%	1,846	100%	65	100%	1,315	100%	182	100%	39	100%	3,561	100%

Long-Term Trends



At a Glance:

Admissions
 Total: 7,115
 Year-over-Year Change: 8%

Graduates
 Total: 3,845
 Year-over-Year Change: 5%

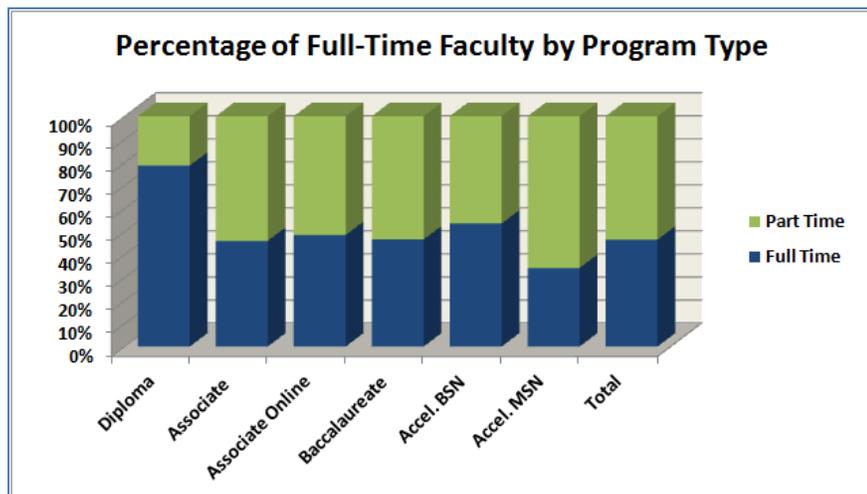
Source: Va. Healthcare Workforce Data Center

Virginia's RN programs increased their admissions by 8% during the academic year, while the number of graduates increased by 5%. Both the number of admissions to and graduates from Virginia's RN programs grew at their fastest rates since the 2009-2010 academic year.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2003-2004	3,695	-	2,328	-
2004-2005	4,724	28%	2,912	25%
2005-2006	4,528	-4%	2,909	0%
2006-2007	4,671	3%	3,265	12%
2007-2008	4,799	3%	3,228	-1%
2008-2009	6,526	36%	3,536	10%
2009-2010	7,338	12%	3,698	5%
2010-2011	6,898	-6%	3,788	2%
2011-2012	6,562	-5%	3,660	-3%
2012-2013	7,115	8%	3,845	5%

Faculty Information

Employment



At a Glance:

% of Total Faculty

Baccalaureate:	48%
Associate:	34%
Accel. Masters:	7%

% Full-Time

Overall:	46%
Diploma:	79%
Accel. Baccalaureate:	53%

Student-Faculty Ratios

Overall:	6.0
Baccalaureate:	6.7
Associate:	6.4

Source: Va. Healthcare Workforce Data Center

Nearly half of all RN program faculty work at Baccalaureate programs, while more than one-third work for Associate programs. In total, Virginia's RN programs employed 1,977 faculty members, 46% of whom are full-time workers.

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 th %	Mean	75 th %
Diploma	22	2%	6	1%	28	1%	79%	0.0	3.8	7.6
Associate	306	33%	361	34%	667	34%	46%	3.4	6.4	8.8
Associate Online	46	5%	49	5%	95	5%	48%	0.8	2.1	3.6
Baccalaureate	437	48%	503	48%	940	48%	46%	3.1	6.7	10.1
Accelerated Baccalaureate	63	7%	55	5%	118	6%	53%	1.7	2.5	3.7
Accelerated Masters	44	5%	85	8%	129	7%	34%	0.1	0.1	0.1
All Programs	918	100%	1,059	100%	1,977	100%	46%	3.1	6.0	8.3

Source: Va. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 6.0. Baccalaureate programs had an average student-to-faculty ratio of 6.7, while Associate programs had an average student-to-faculty ratio of 6.4.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	1	0%	1	0%	0%
25 to 34	49	7%	101	16%	150	11%	33%
35 to 44	139	20%	148	24%	287	22%	48%
45 to 54	188	28%	184	29%	372	28%	51%
55 to 64	265	39%	140	22%	405	31%	65%
65 to 74	37	5%	53	8%	90	7%	41%
75 and Over	2	0%	2	0%	4	0%	50%
All Programs	680	100%	629	100%	1,309	100%	52%

Source: Va. Healthcare Workforce Data Center

96% of all faculty are female, and nearly 60% are between the ages of 45 and 64. In addition, nearly half of all faculty currently hold full-time jobs.

At a Glance:

Gender

% Female: 96%
% Female w/ FT Job: 48%

Age

% Under 35: 12%
% Over 54: 38%

Diversity

Diversity Index (Total): 28%
Diversity Index (FT Jobs): 28%

Source: Va. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	24	3%	40	4%	64	4%	38%
Female	785	97%	849	96%	1,634	96%	48%
Total	809	100%	889	100%	1,698	100%	48%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 28% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 54%.

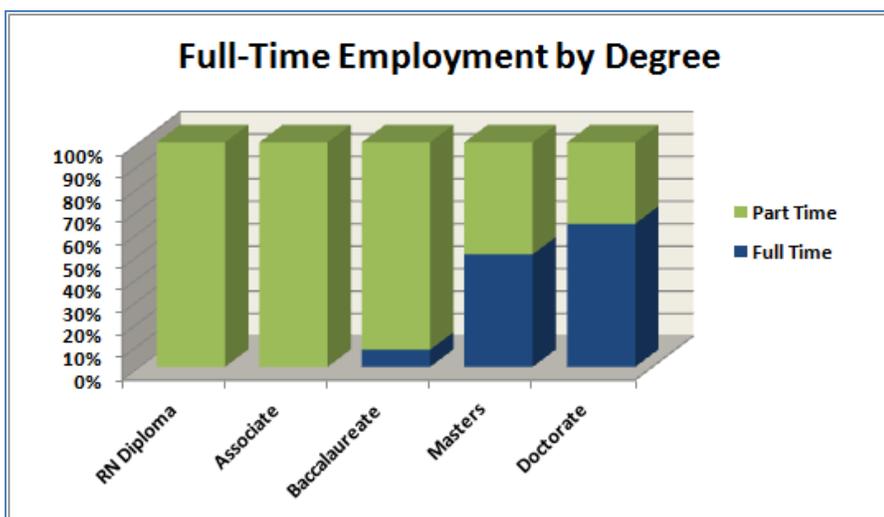
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	64%	675	84%	654	84%	1,329	84%	51%
Black	19%	104	13%	106	14%	210	13%	50%
Asian	6%	15	2%	8	1%	23	1%	65%
Other Race	0%	2	0%	2	0%	4	0%	50%
Two or more races	2%	1	0%	2	0%	3	0%	33%
Hispanic	8%	6	1%	10	1%	16	1%	38%
Total	100%	803	100%	782	100%	1,585	100%	51%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



At a Glance:

Degree

MSN:	58%
Doctorate:	23%
BSN:	14%

Full-Time Employment

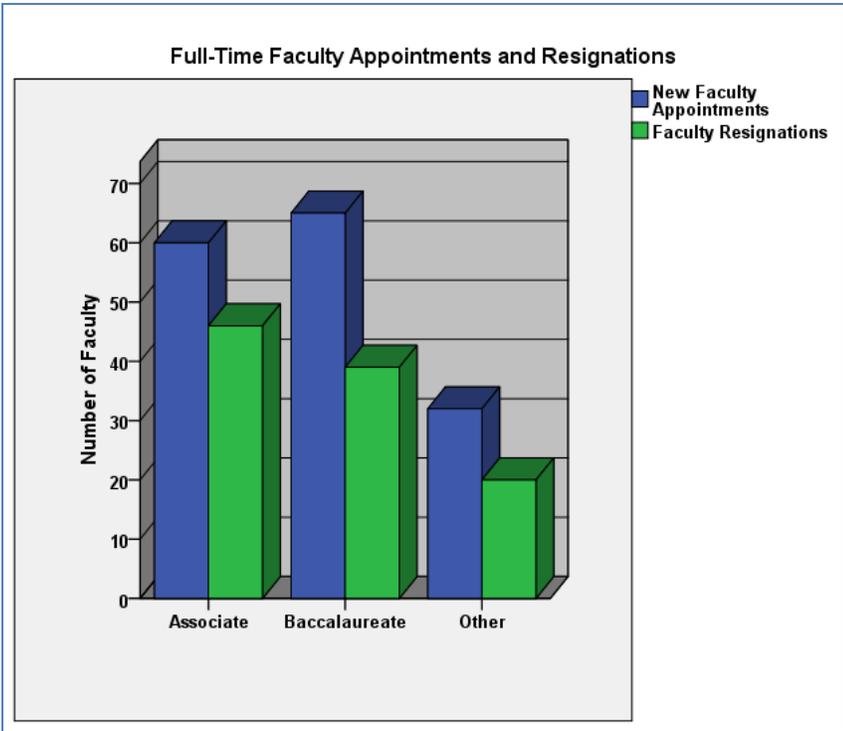
Overall:	48%
Doctorate:	64%
Non-Nursing Doctorate:	59%
Non-Nursing Masters:	56%

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all faculty members held a MSN as their highest professional degree, while nearly one-quarter held a doctorate. Among all faculty, approximately half were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	1	0%	1	0%	0%
ASN	0	0%	3	0%	3	0%	0%
Non-Nursing Bachelors	0	0%	3	0%	3	0%	0%
BSN	15	2%	179	24%	194	14%	8%
Non-Nursing Masters	20	3%	16	2%	36	3%	56%
Masters in Nursing	416	61%	418	56%	834	58%	50%
Non-Nursing Doctorate	20	3%	14	2%	34	2%	59%
Doctorate	207	31%	115	15%	322	23%	64%
Total	678	100%	749	100%	1,427	100%	48%

Faculty Appointments and Resignations



At a Glance:

Full-Time Faculty
 Turnover Rate: 11%
 Newly Appointed Rate: 17%

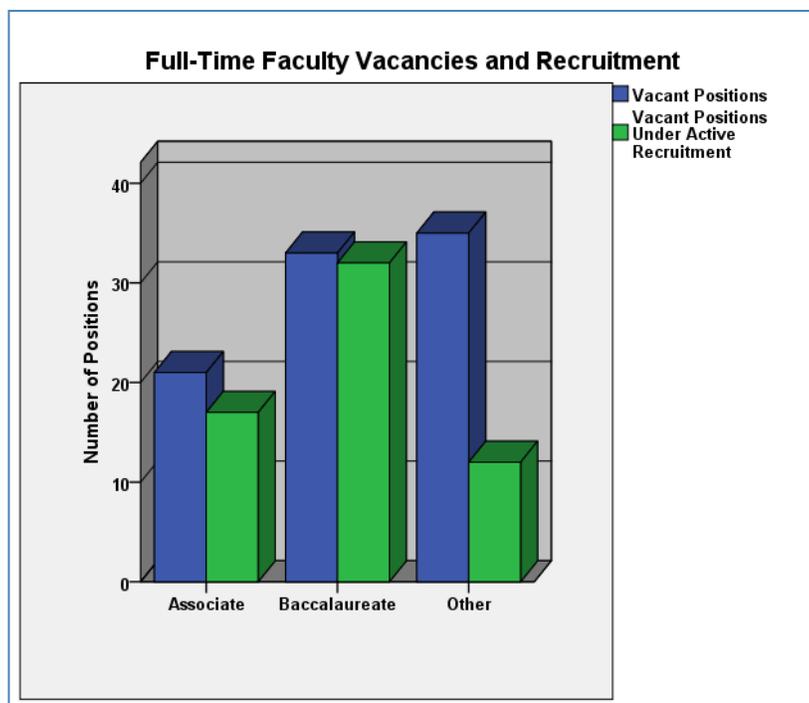
Turnover Rate
 Associate: 15%
 Baccalaureate: 9%
 Accelerated BSN: 8%

Source: Va. Healthcare Workforce Data Center

Among full-time faculty, Virginia’s RN programs experienced both an 11% turnover rate and a newly appointed faculty rate of 17% over the past year.

Full-Time Faculty	Program Type						
	Diploma	ASN	Online ASN	BSN	Accel. BSN	Accel. Masters	All Programs
Total	22	306	46	437	63	44	918
Newly Appointed	3	60	8	67	6	15	159
Resignations	4	46	5	39	5	6	105
Turnover Rate	18%	15%	11%	9%	8%	14%	11%
Proportion Newly Appointed	14%	20%	17%	15%	10%	34%	17%

Future Faculty Requirements



At a Glance:

Active Recruitment
 % of FT Vacancies: 69%
 % of PT Vacancies: 92%

Budget Adequacy
 Full-Time Hiring: 93%
 Part-Time Hiring: 94%

Expected Job Disruption
 Less: 51%
 Same: 46%
 More: 3%

Source: Va. Healthcare Workforce Data Center

A total of 61 full-time faculty positions and 12 part-time faculty positions are currently in active recruitment. Most of the full-time jobs are needed in Baccalaureate programs, while most of the part-jobs are needed in Associate Degree programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	65	93%	64	94%
No	5	7%	4	6%
Total	70	100%	68	100%

Source: Va. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
RN Diploma	0	0%	2	100%	0	0%	2	100%
Associate	25	61%	15	37%	1	2%	41	100%
Associate Online	2	67%	1	33%	0	0%	3	100%
Baccalaureate	6	32%	12	63%	1	5%	19	100%
Accelerated Baccalaureate	1	33%	2	67%	0	0%	3	100%
Accelerated Masters	1	100%	0	0%	0	0%	1	100%
All Programs	35	51%	32	46%	2	3%	69	100%

Only 3% of Virginia's RN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet both their full-time and part-time faculty needs.

